

# HOUSE BILL No. 1159

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## DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 10-17-15.

**Synopsis:** Voluntary veterans' preference employment policy. Provides for a voluntary veterans' preference policy for hiring, promoting, or retaining a veteran in private employment.

**Effective:** July 1, 2015.

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January 12, 2015, read first time and referred to Committee on Veterans Affairs and Public Safety.

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First Regular Session of the 119th General Assembly (2015)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2014 Regular Session and 2014 Second Regular Technical Session of the General Assembly.

## HOUSE BILL No. 1159

A BILL FOR AN ACT to amend the Indiana Code concerning military and veterans.

*Be it enacted by the General Assembly of the State of Indiana:*

1       SECTION 1. IC 10-17-15 IS ADDED TO THE INDIANA CODE  
2       AS A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE  
3       JULY 1, 2015]:

4       **Chapter 15. Voluntary Veterans' Preference Employment**  
5       **Policy**

6       **Sec. 1. As used in this chapter, "DD 214" means a Department**  
7       **of Defense Report of Separation form or its predecessor or**  
8       **successor form.**

9       **Sec. 2. As used in this chapter, "private employer" means a sole**  
10       **proprietor, corporation, partnership, limited liability company, or**  
11       **other entity with one (1) or more employees. The term does not**  
12       **include:**

13               (1) the state;

14               (2) a subdivision of the state, such as a municipality, county,  
15               township, parish, or school district; or



1           (3) a public institution of higher education.

2           Sec. 3. As used in this chapter, "veteran" means an individual  
3 who:

4           (1) has served in:

5               (A) the United States armed forces or their reserves;

6               (B) the Indiana Army National Guard; or

7               (C) the Indiana Air National Guard; and

8           (2) received an honorable discharge from the armed services.

9           Sec. 4. As used in this chapter, "veterans' preference  
10 employment policy" means a private employer's voluntary  
11 veterans' preference employment policy that gives preference for  
12 hiring, promoting, or retaining a veteran over another qualified  
13 applicant or employee.

14          Sec. 5. A private employer may have a veterans' preference  
15 employment policy.

16          Sec. 6. A veterans' preference employment policy under this  
17 chapter must be in writing and applied uniformly to employment  
18 decisions regarding hiring, promotion, or retention during a  
19 reduction in force.

20          Sec. 7. A private employer with a veterans' preference  
21 employment policy may require that a veteran submit a DD 214 to  
22 the private employer to be eligible for the preference.

23          Sec. 8. Granting preference under this chapter does not violate  
24 any local or state equal employment opportunity laws.

25          Sec. 9. The Indiana department of veterans' affairs and the  
26 department of workforce development shall assist a private  
27 employer in determining if an applicant is a veteran in a manner  
28 that protects personal privacy consistent with applicable privacy  
29 laws and regulations.

